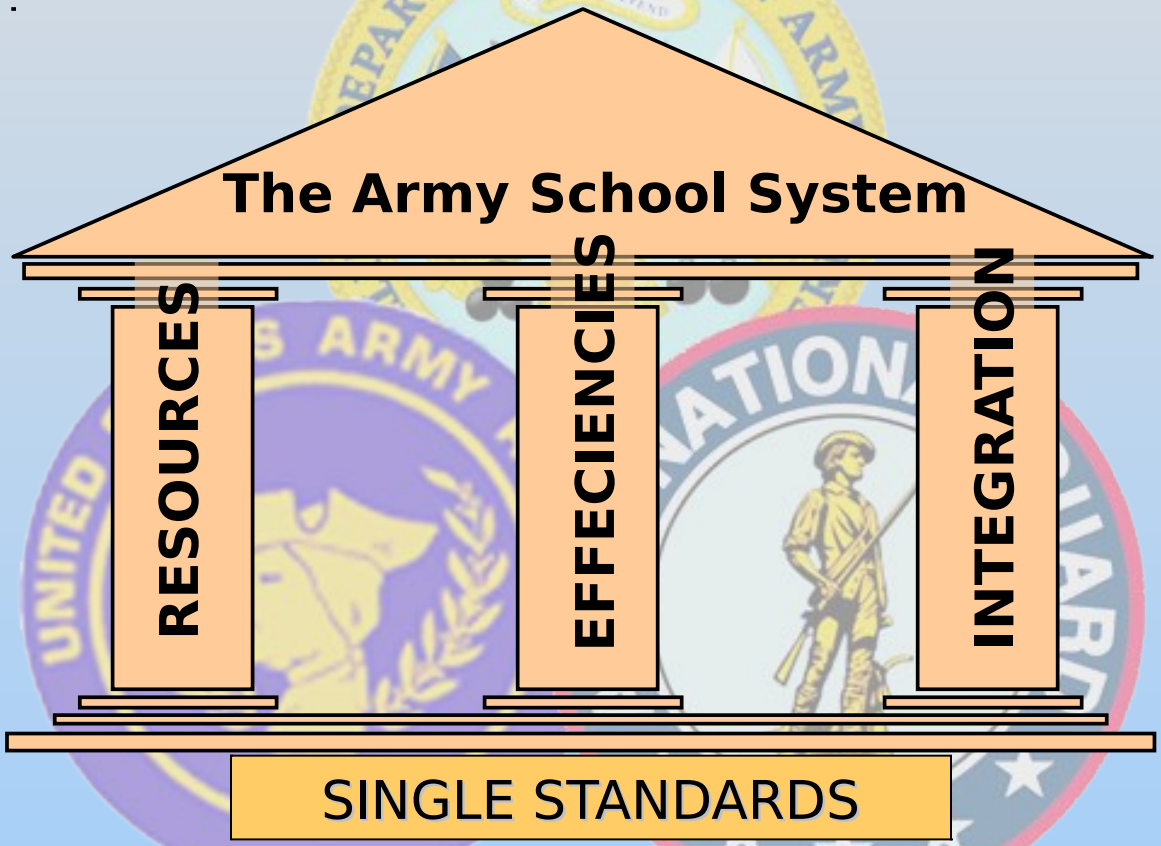
The Future Direction of The Army School System



MG William Barron, DCSED

GO Conference, 16 Aug 01

AGENDA

- ✓ **Purpose**
- ✓ **TASS Overview**
- ✓ **TASS Goals**
- ✓ **NCO Education System**
- ✓ **Future Direction of TASS**

PURPOSE

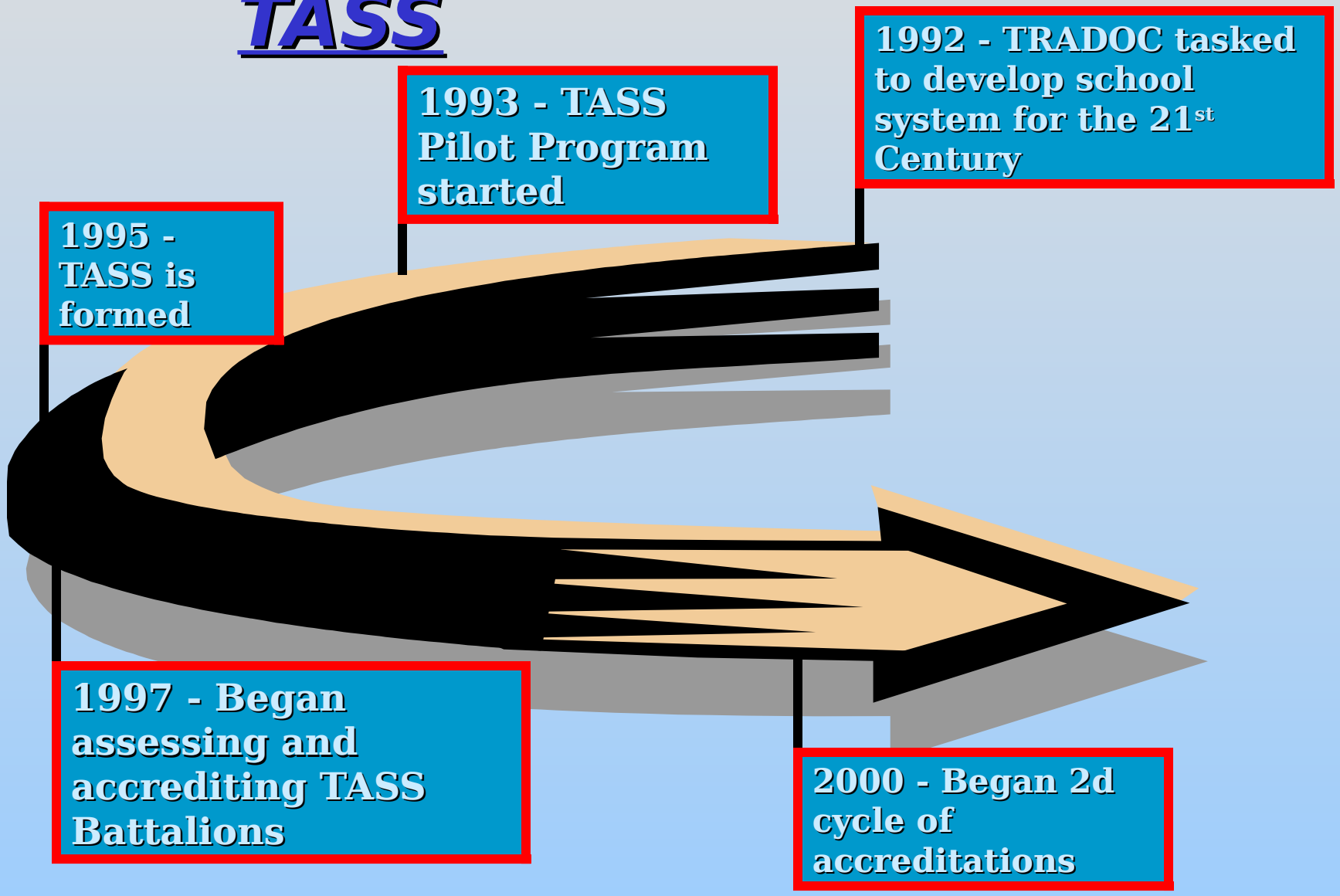
Present an update on both the current state and future direction of The Army School System (TASS)

TASS OVERVIEW

The Army School System MISSION

To enhance Army readiness through an efficient, fully-integrated educational system that trains soldiers of all components to a single standard.

The Evolution of TASS


1992 - TRADOC tasked to develop school system for the 21st Century
1993 - TASS Pilot Program started
1995 - TASS is formed
1997 - Began assessing and accrediting TASS Battalions
2000 - Began 2d cycle of accreditations

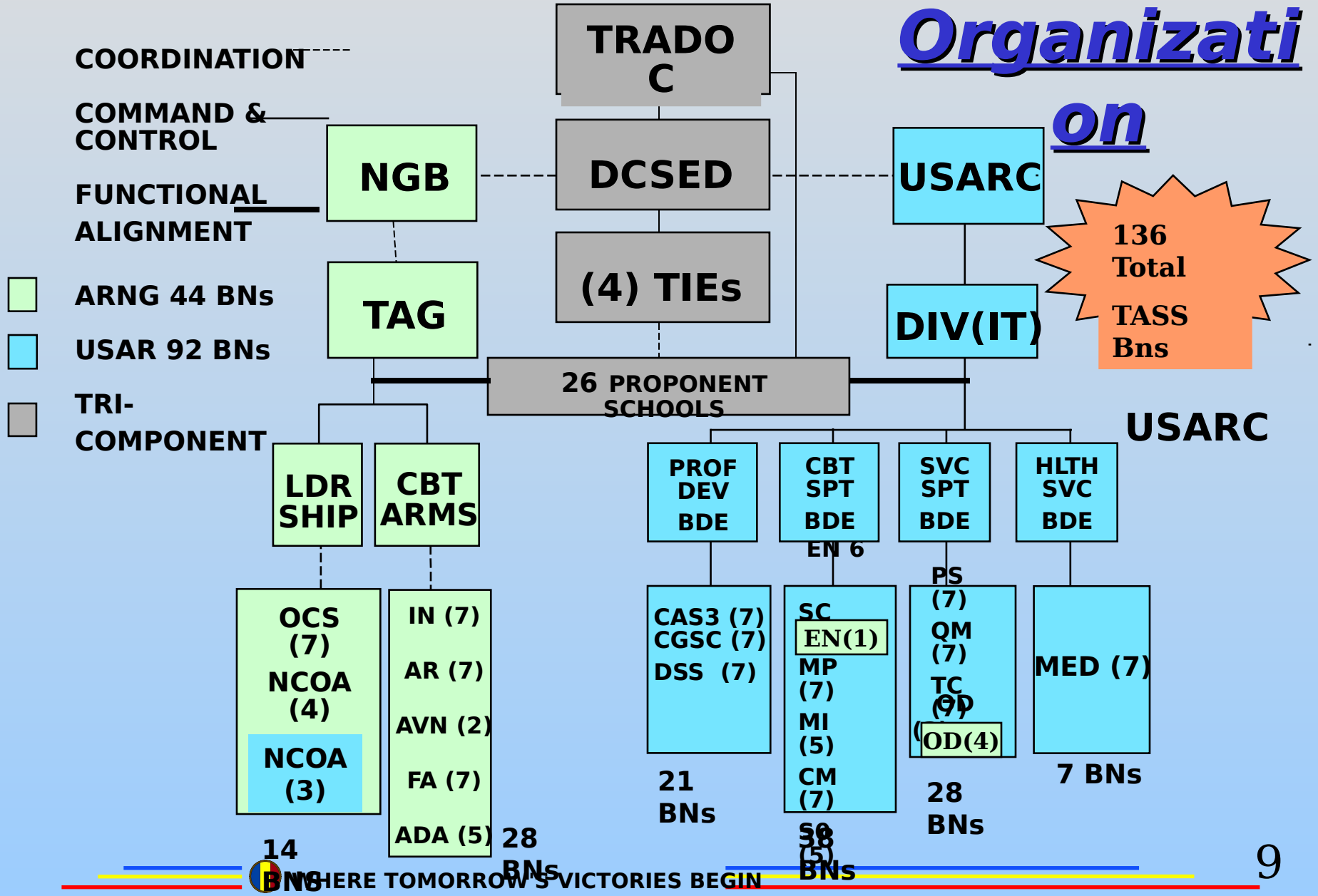
What is TASS?

- **The Institutional Army's total force integration vehicle**
- **Comprised of all Active and Reserve Component training institutions**
- **Encompasses doctrine, training, leader and combat developments**

TASS Activity

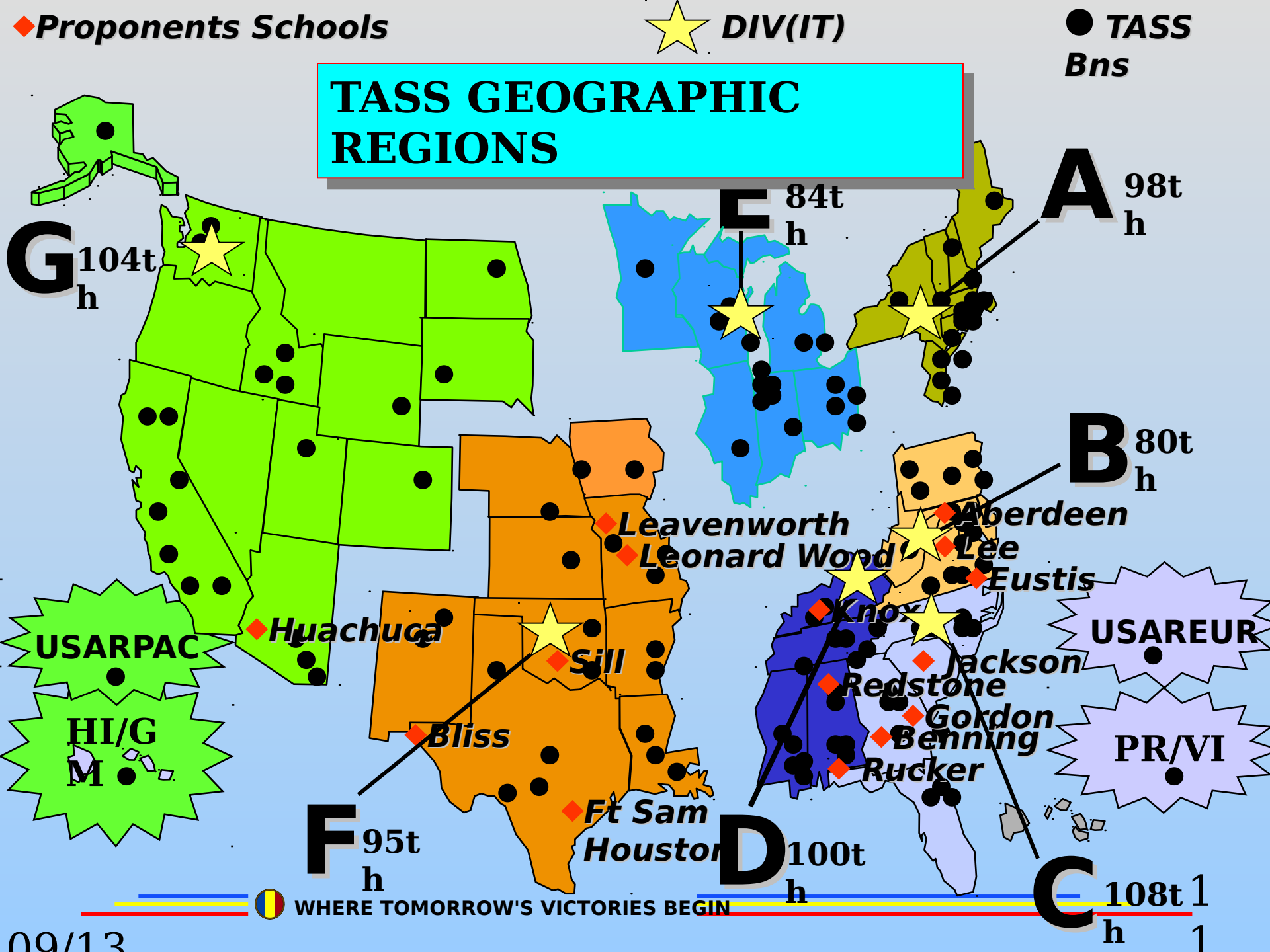
	FY00	FY01
Quotas	102,488	113,006
Students	87,065	101,075
Classes	5,294	5,386
Locations	607	625
Graduates	76,219	TBD

TASS Organization



Components of TASS

- **USAR DIVITs, Brigades and Training Battalions**
- **ARNG RTI's, Training Brigades and Training Battalions**
- **Active Component Training Centers, Proponent School Training Brigades, and Training Battalions**


Proponents Schools
DIV(IT)
TASS Bns
TASS GEOGRAPHIC REGIONS
G 104th
E 84th
A 98th
B 80th
Leavenworth
Leonard Wood
Aberdeen
Lee
Eustis
Knox
Jackson
Redstone
Gordon
Benning
Rucker
Huachuca
Sill
Bliss
Ft Sam Houston
USARPAC
HI/GM
USAREUR
PR/VI
F 95th
D 100th
C 108th
WHERE TOMORROW'S VICTORIES BEGIN
09/13
1
1

Why TASS?

- **TASS trains to ONE standard**
- **TASS brings the training resources of The ARMY together (AC/USAR/ARNG)**
- **TASS improves training availability… more instructors, more training locations**
- **TASS guarantees that soldiers**

AC Soldiers Trained in TASS Battalions

FY99
1,869

- **1,872 AC Soldiers trained in FYC,**

  - ✓ **43 % (798) trained in CGSC and CAS3**
  - ✓ **17 % (323) trained in OD courses**
  - ✓ **11 % (208) trained in AMEDD courses**
  - ✓ **8 % (153) trained in QM courses**
  - ✓ **7 % (134) trained in NCOES courses**

Remaining 14 % trained in courses in increments of less than 5 %

As of: 001231

EQUIVALENT CREDIT

- **Recent DA policy (HQDA msg. 20 NOV 00) allows AC/AGR soldiers to receive credit for attending courses taught at TASS Battalions**

- **Message states: "Active Army and AGR personnel will receive credit for attendance at TASS battalion schools providing the following conditions are met:"**
  - **Institution is accredited by the course proponent**
  - **The POI has been reconfigured into TATS-C format**

TASS GOALS

DEPARTMENT OF THE ARMY
1775
UNITED STATES ARMY RES
ARMY NATIONAL GUARD

TASS GOALS

Increase Army Readiness

Increase Army Awareness of The Army School System

Synchronize Army Division Redesign Study (ADRS) Training

Improve the TRADOC Title XI Program

TASS
GOALS AND OBJECTIVES

Increase Army Readiness

- **Improve quota utilization rate to 90% in both FY01 and FY02**

- **Improve class conduct rate to 80% in FY01 and 85% in FY02**

Structure Manning Decision Review (SMDR) Process

- **Designed to validate total Army training requirements**
- **Reconcile those requirements to an executable training program**
- **MACOMs and TASS BNs meet regionally (RTCC), then nationally (NTCC) – looking four years out**

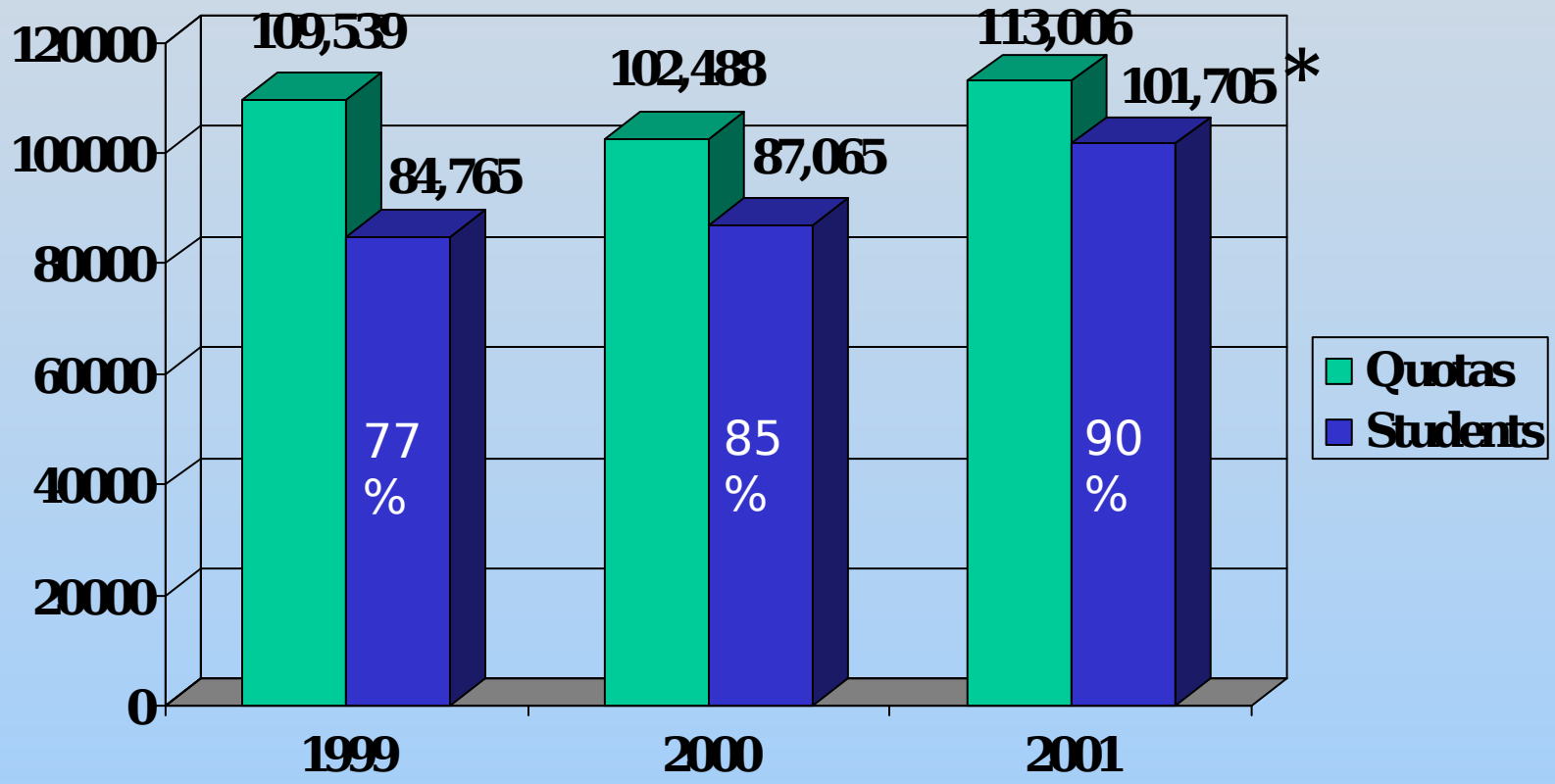
Structure Manning Decision Review (SMDR) Process

- **SMDR convened to determine and confirm training requirements then compare against institutional capabilities – focus on validation four years out**

- **Publish Army Program for Individual Training (ARPRINT) – published two years out**

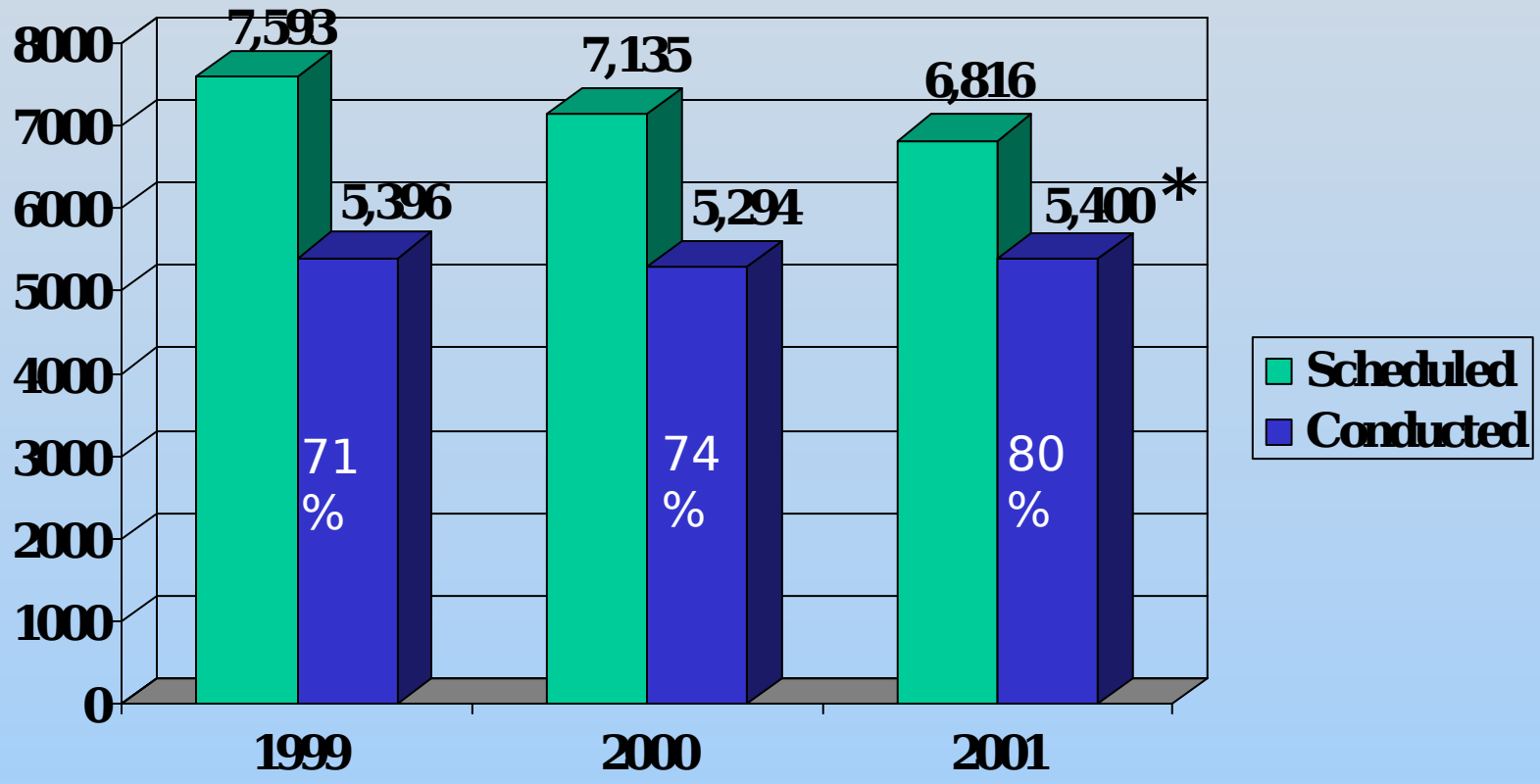
- **Adjustments at the Training Requirements Arbitration Panel (TRAP) – adjusted one year out**

Quota Utilization



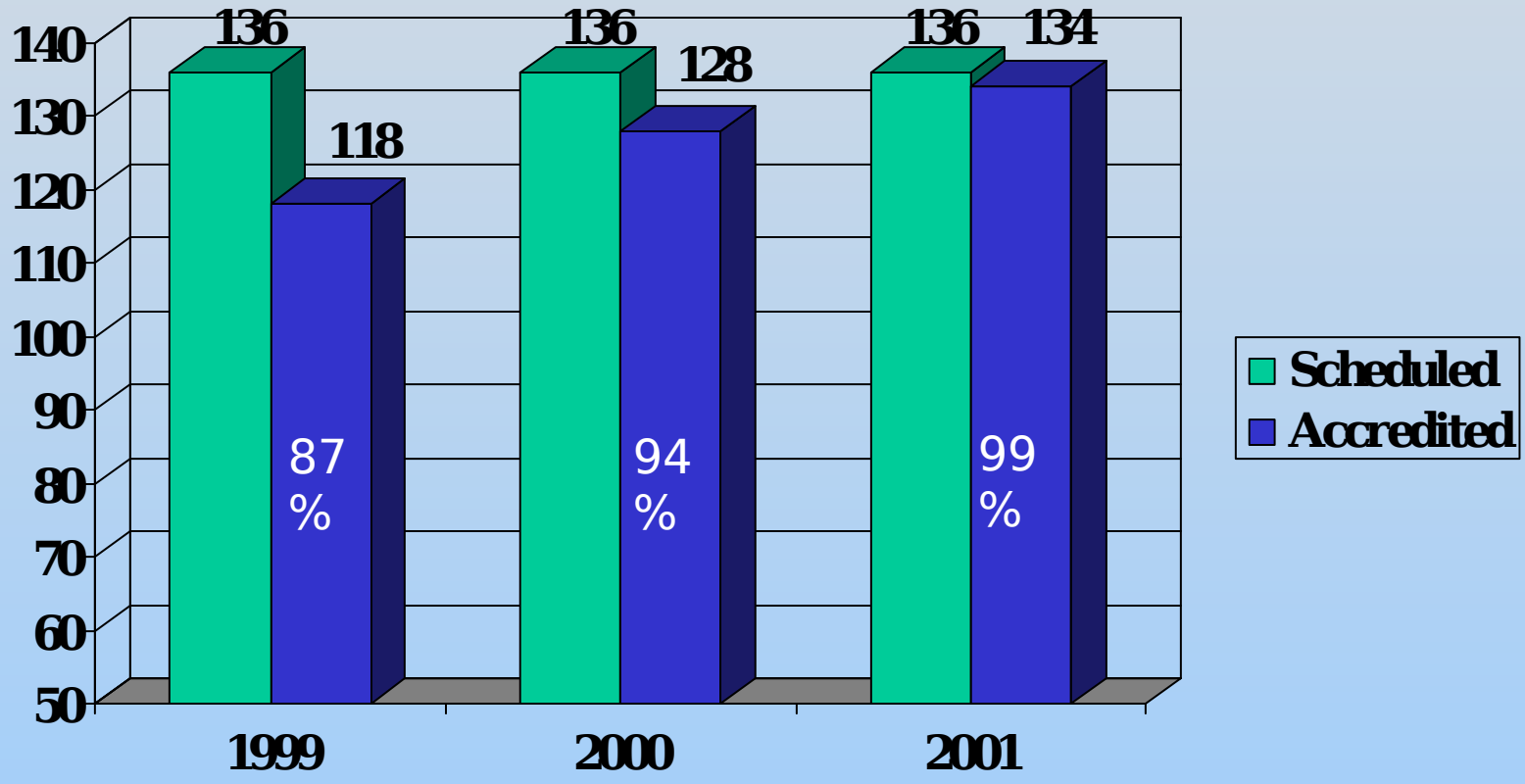
* 2001 quota utilization goal

Class Performance



* 2001 class performance goal

Battalion Accreditation



TASS Bn Accreditation

SYSTEMIC PROBLEMS

- **Not Training to Standard or in Compliance with POI**
- **Unsafe Training Practices**

(Vehicle Speed, Range Safety, Unsafe use of Pyrotechnics)

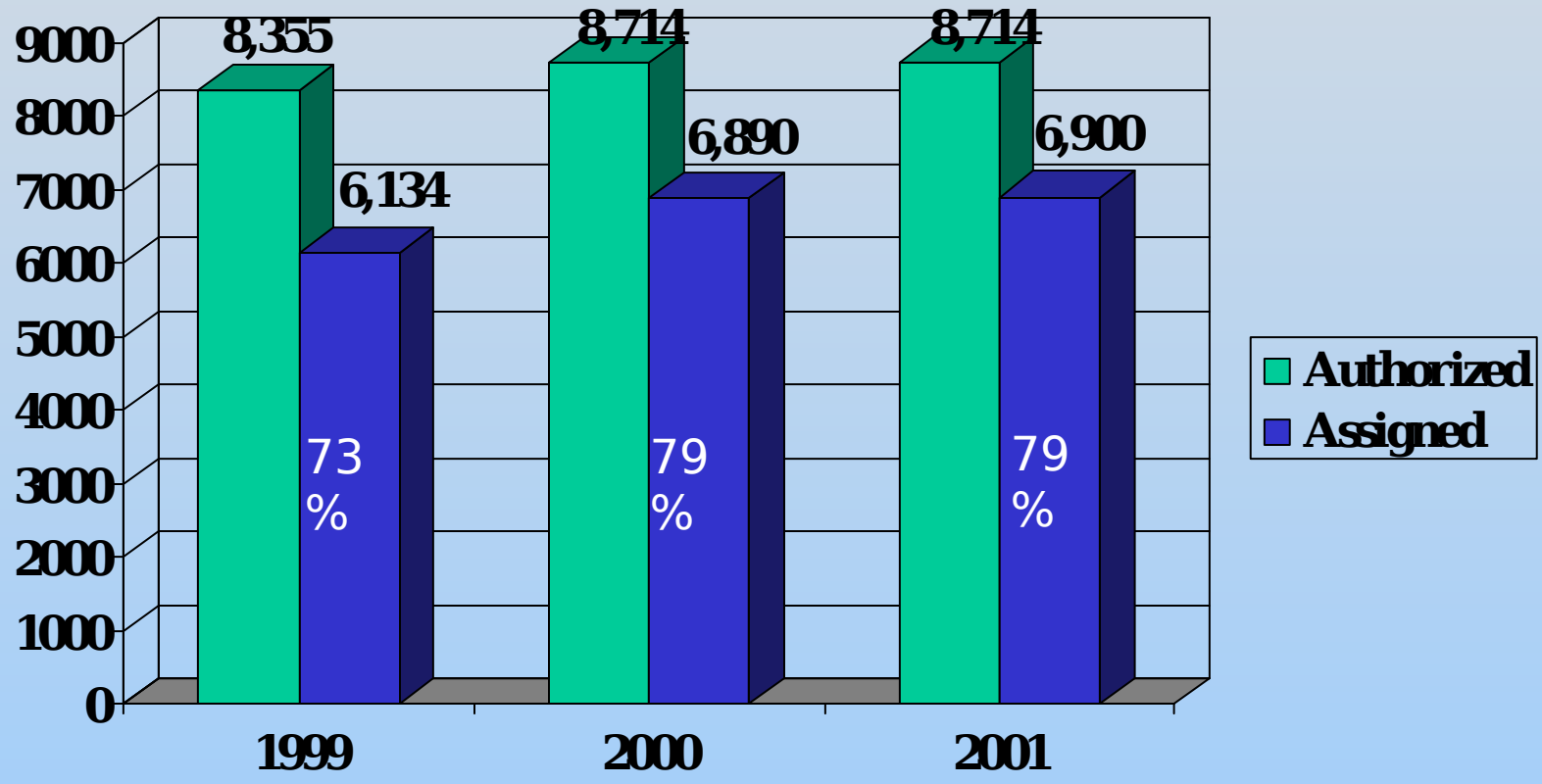
- **Security, Inventory, and Storage of Test Materials**
- **Students Not Meeting Prerequisites of Course**

(Ht/Wt, APFT, Security Clearance, PULHES)

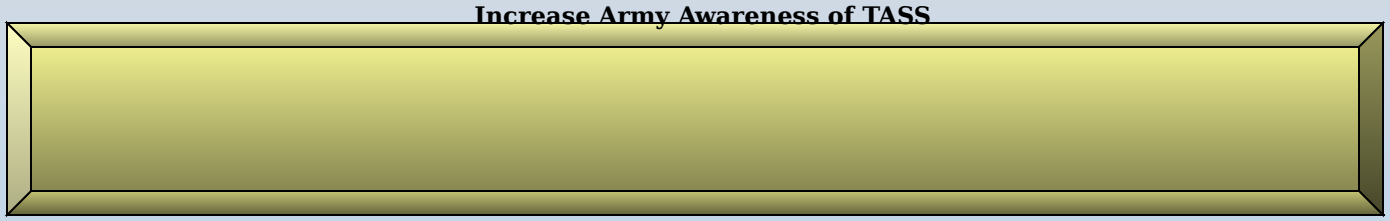
Pre-Execution Checklist

- **Current "paper-based"**
  - **Filled out at the unit level**
  - **Verified by the unit commander**
  - **Hand carried to training sites by soldier**
  - **Required by the training battalion for in-processing**
- **Future "automated"**
  - **Merged with the ATRRS application process**
  - **The application process will validate the soldier meets the course prerequisites listed in ATRRS**
  - **Eliminates requirement to provide routine prerequisites directly to training battalions**

Instructor Status



TASS
GOALS AND OBJECTIVES



- **Maintain a world-class web-site**

- **Conduct at least four events directed increasing awareness of TASS (FY01)**

- **Publish at least two TASS articles in military periodicals (FY01)**

TASS Marketing Plan

Promote understanding of The Army School System by educating our soldiers and leaders.

JUL and SEP 2001

- **RC LES:**

Get MOS Qualified. Army Training Schedules online at www.atrrs.army.mil or www.tass.monroe.army.mil

- **AC LES:**

Need an Army Training Course…try www.atrrs.army.mil or www.tass.monroe.army.mil

TASS Media Campaign

- **Reserve Officer Association Conference, Feb 01**

- **TASS Annual Report available for distribution, 15 Aug 01**

- **National Guard Association of the United States Conference, 25-28 Aug 01 – Indianapolis, Indiana**

- **Association of the United States Army (AUSA) Conference, 6-8 Oct 01 – Washington, D.C.**

TASS Website

- 1 Oct 00 to 31 Jul 01 – 85,500 Visits with an Average Session Length of 16 Minutes

- Operations Calendar of TASS Related Activities, Events and Conferences

- TASS Readiness Information

- TASS SIGACTS

www.tass.monroe.ar

TASS
GOALS AND OBJECTIVES

Synchronize

Army Division Redesign Study (ADRS)

Training

- **Ensure ADRS requirements out to FY05 ar addressed in the SMDR**

- **Develop/implement an effective and efficie process to coordinate ADRS**

Army Division Redesign Study (ADRS) Training

- **DCSED Designated as TRADOC's Executive Agent**
  - **Phase I FY 00-05**
    - **Approx. 6,500 Soldiers to train (on track)**
    - **11 MOSs Comprise 86% of Reclass Requirement**
  - **Phase II FY 03-07**
    - **Approx. 8,000 Soldiers to train**
    - **14 MOSs Comprise 81% of Reclass Requirements**
  - **Phase III & IV**
    - **Dependent on Army Transformation Initiatives**

FY 00-05 ADRS, Phase I
Top 11 MOSs

MOS		Soldiers to be trained
88M - TC	(Motor Transport Operator)	2121
54B - CHEM	(Chemical Operations Spec)	863
77F - QM	(Petroleum Supply Spec)	209
92A - QM	(Automated Logistical Spec)	196
95B - MP	(Military Police Officer)	298
63S - OD	(Heavy Wheel Vehicle Mech)	129
63B - OD	(Light Wheel Vehicle Mech)	120
52D - OD	(Power Generation Equip Repair)	114
71L - AG	(Administrative Spec)	72
92R - QM	(Parachute Rigger)	26
92Y - QM	(Unit Supply Spec)	42
		Total = 4190

TASS
GOALS AND OBJECTIVES

TRADOC Title XI Program

- **Maintain 98% fill on Title XI's**
- **Implement Training Program**
- **Leased Government Housing Initiative**

Title XI Program

HQ, TRADOC (11)
- Standards
- Certification
- AC to RC Support

Proponent Schools (101)
- POI Development
- Accreditation / Evaluation

Battalions (261)
- Instructor Management
- Tng Support
- Functionally Aligned Instruction

TIE (32)
- Regional Coordination
- Resource Management
- Ammo Management
- Quality Control

OCONUS (10)
USAREUR/USARPAC/PR/ VI
- Instructor Management
- Tng Support
- Functionally Aligned Instruct

415 - Title XI Soldiers
97% Fill

Current TRADOC Position on Proposed Title XI Position Reductions

- **FORSCOM recommended to CSA that TRADOC reduce Title XI authorizations by 162, effective FY03**

- **TRADOC submitted a reclama to CSA through FORSCOM requesting retention of all proponent school Title XI authorizations**

Current TRADOC Position on Proposed Title XI Position Reductions

- **Based on TRADOC reclama, DA-DCSOPS restored**

101 authorizations (50 titled/51 nontitled) for a net loss of 61 positions

- **DCSED developing COA's for redistribution of positions to meet TASS mission requirements**

NCO Education System

SGM Jeff Colimon

DCSED SGM

Multi-Component NCO Academy

- **These NCOA's will provide a potential model for inter-component cooperation in sharing resources and responsibilities for conducting Leader Development at the Primary, Basic and Advance levels of NCOES**

Multi-Component NCO Academy

- **Will evolve into a model for the 21st century NCOES**

- **Will provide means to test Army Transformation leader development initiatives and incorporate them into the NCOES**

Operational Concept

- **One institution able to employ multiple methods of delivery to teach a given POI**

- **The chosen method is based on the need of the target audience**

- **One academy would be able to teach AC PLDC, RC PLDC and Stand-Alone Common Core for all 3 Army components**

A/BNCOC Stand-Alone Common Core

- **Previous policy required proponents to infuse A/BNCOC Common Core in with their technical MOS phases, while RC implemented Common cores in A/BNCOC in two separate and distinct phases**

- **Such policy created separate and unequal standards of implementation within AC & RC NCOAs**

A/BNCOC Stand-Alone Common Core

- **A multi-component, single standard TATS ANCOC and BNCOC will improve scheduling flexibility, will reduce TDY travel, and proponent course development requirements**

- **Can be used as a foundation for the formation of multi-component academies where AC/RC academies coexist**

Goals and Objectives

- **Leverage and optimize utilization of all allocated resources**

- **Provide regional Common Core Training of A/BNCOC to AC, USAR, and ARNG soldiers**

- **Provide a flexible, customer-based approach, with multiple methods of delivery to meet the training needs of target audiences**

Goals and Objectives

- **Establish the ability to provide <u>on time</u>, <u>on demand</u> regional functional training with Plug and Play capability for the 1SG and the BSNCO courses**

- **Increase component and branch <u>awareness</u> by training all soldiers in the same classroom**

Future NCOES Focus
Transition In Progress

Stand Alone Common Core

Customer Focus (Soldiers and Units)

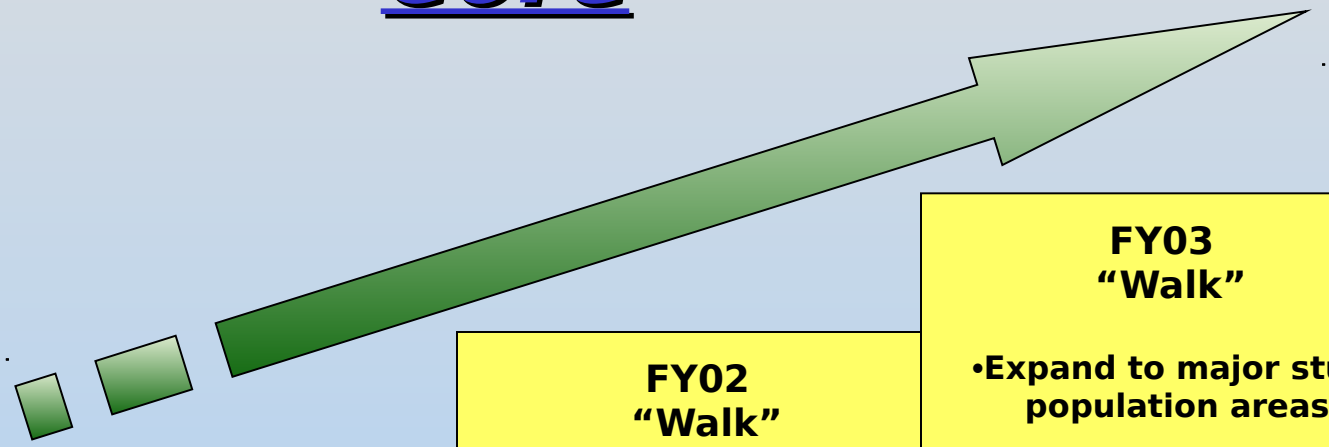
- **Ft Lewis:**
  - **Tri-Component NCOA**
  - **AC/RC Classes**
- **Ft Jackson:**
  - **AC/RC Classes**
  - **AC to FSC**
- **Germany:**
  - **DL Delivery**
  - **3747 MF Bde Support**
- **Hawaii/Alaska:**
  - **AC = PLDC**
  - **ARNG = Cmn Core**
  - **AC/RC Classes**

Ft Riley - On-Demand Training
Specialized Training to Deployed
- **Sinai, Bosnia, ???**

Fully Leveraged School System S
Technology Enabling Enhanceme
- **Increased use of Internet, Simu and Games**

Common Core at Major Populatio
- **Ft Hood**
- **Ft Bragg**

NCOES Common Core



FY00/01
"Crawl"

- Common Core at Proponent (Ft. Bragg/FA BNCOC)
- PERSCOM does scheduling
- TASS Bnscontinue current operations

FY02
"Walk"

- Conduct pilot tests

Ft Lewis - TASS facility
Ft Jackson - TASS facilit
Germany - DL delivery
Hawaii - TASS facility

- Majority will go to the proponent for both phases of training

FY03
"Walk"

- Expand to major student population areas:

Ft Hood
FtBragg

- Locate TASS structure near installation or DL
- Structured SD concept

FY04
"Run"

- Full implementation across The Army

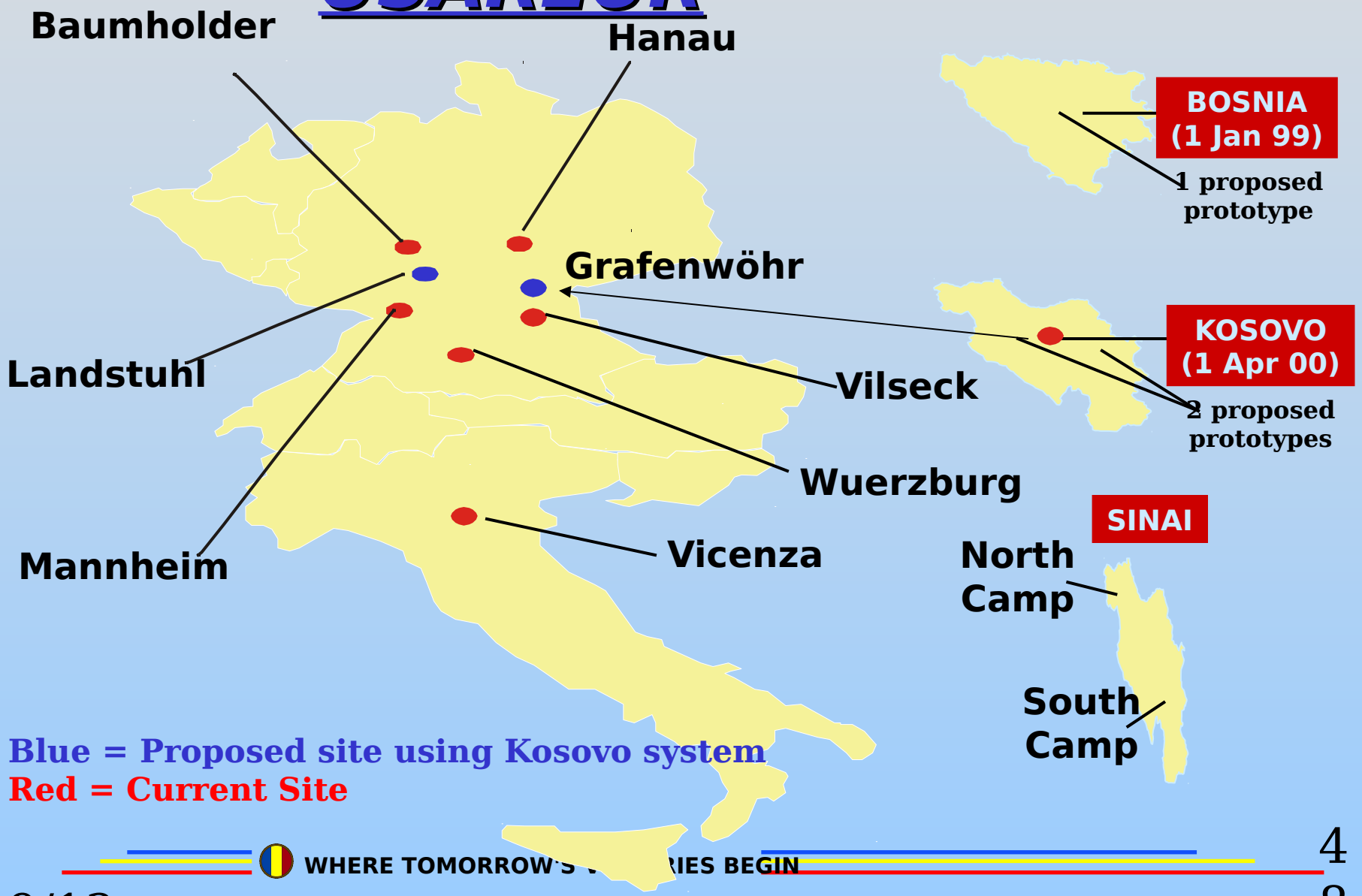
✓ DL/Resident Mix
✓ Fully leverage RC TAS

- Support future changes Basic/Advance levels of NCOES

USAREUR

- **Train the soldiers at home station**
- **POI conversion by Ft Indian Town G NCOA**
- **VTT executed by 3747th MFTB to 6 Locations in TEST Concept, Q2 FY**

DL Training Sites in USAREUR



Blue = Proposed site using Kosovo system

Red = Current Site

USARPAC

- **Execute all NCOES courses at 25th ID NCOA until the HIARNG facilities are completed (joint effort by all 3 compos)**

- **Program the execution of Phase I Common Core at the 25th ID NCOA - will not affect IDT courses**

- **The 25th ID will provide facilities and limited support for the execution of two RC PLDC classes**

- **RC Soldiers will be provided seats in the DL 1SG and BSNCO courses as required**

USARPAC

PLDC

- 9 AC classes per FY/144 students per class

- 2 RC classes per FY/144 students per class

ANCOC/BNCOC

- 15 BNCOC classes per FY/36 students per class

Distance Learning FY01

- 1SG Course - 1 class/16 students per class
- Battle Staff - 4 classes/16 students per class
- Will provide seats for RC participation as required

Alaska Proposal

Considerations:

- Combining AC/RC under one school
- One standard for all
- Filling seats
- Manning requirements
- Cost effectiveness
- Implementation

Ft Jackson Objectives

- **Training AC students in BNCOC & ANCOC common core in FY 01 and beyond**

- **Train AC students in 1SG course in FY 01 & beyond**

- **Grow to support future TRADOC transformation goals**

Ft Lewis

- **Currently, two NCOES academies coexist at Ft Lewis -- one AC academy under I Corps and one USAR academy under the 104th DIV (IT)**

- **104th NCOA is tasked to deliver PLDC and A/BNCOC to Reserve soldiers in an ADT mode**

- **Starting Q2FY02, AC soldiers will be able to attend Phase I A/BNCOC, on the installation, at the USAR NCOA**

End State

- **These Army NCOES Centers of Excellence will provide seamless regional NCOES instruction to all components**

- **Modern, efficient, and effective institutions that are technologically enabled and connected 24/7 to both proponent schools and soldiers within the Region**

FUTURE DIRECTION OF TASS

TASS Strategic Plan

"The Army School System is a growth industry." DCSED

- **Develop a long range plan for TASS that is aligned with TRADOC/Army Transformation Plan**

- **Begin "futuring" process to identify TASS Doctrinal, Training, Leader Development, Organizational, Material, and Soldier Development (DTLOMS) mission requirements**

TASS Strategic Plan

- **Ensure Reserve Component involvement in TRADOC Transformation up-front**

- **Focus on identifying strengths, weaknesses, opportunities, and impediments to TASS while reviewing goals and objectives**

- **Finalize plan by 4th Qtr FY01**

TASS Opportunities Supporting Army Transformation

- **Assist in AC reclassification mission**

- **Teach Common Core NCOES/OES and functional courses for AC soldiers at "home station"**

- **Establish Tri-Component Institutions**

TASS Opportunities Supporting Army Transformation

- **Expand Campus Instructor Support for AROTC**
- **Establish Schools on FORSCOM Installations**
- **Assist with increased AC ILE student load**
- **Augment Proponent School Instructor Base for**

TASS Challenges Ahead

- **Quota Utilization**
- **Availability of POI required equipment**
- **Instructor recruitment and retention**
- **Cross-component resourcing for support**
- **Leveraging of distance learning technologies**

Future Challenges

Proponent School:

Numerous POI changes

Increased Course lengths

Accreditation:

- Is 3 years the right accreditation cycle?
- Diverse interpretation of the accreditation checklist standards between Proponent Schools
- Impact of future TDA reductions

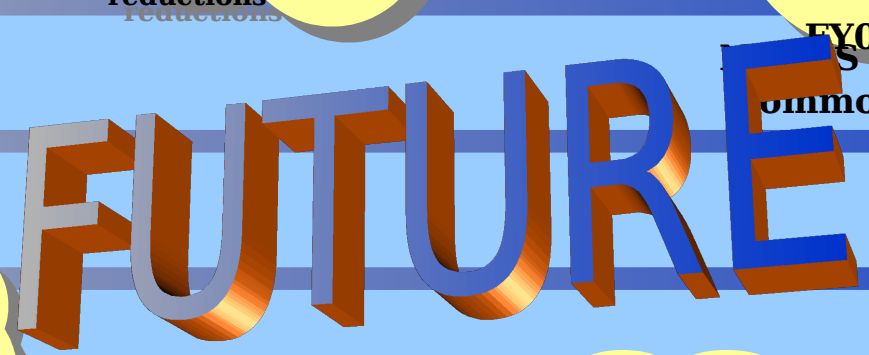
NCOES:

FY01 PERSCOM schedules for the first Common Core pilot at FT Jackson.

FY02 Conduct additional pilot tests at selected installations.

FY03 Expand to additional High Density Installations. (FT Bragg, FT Hood)

FY04 Full implementation of Common Core across The Army.



Resources:

Instructors

Equipment

TDY Cost

Distance Learning

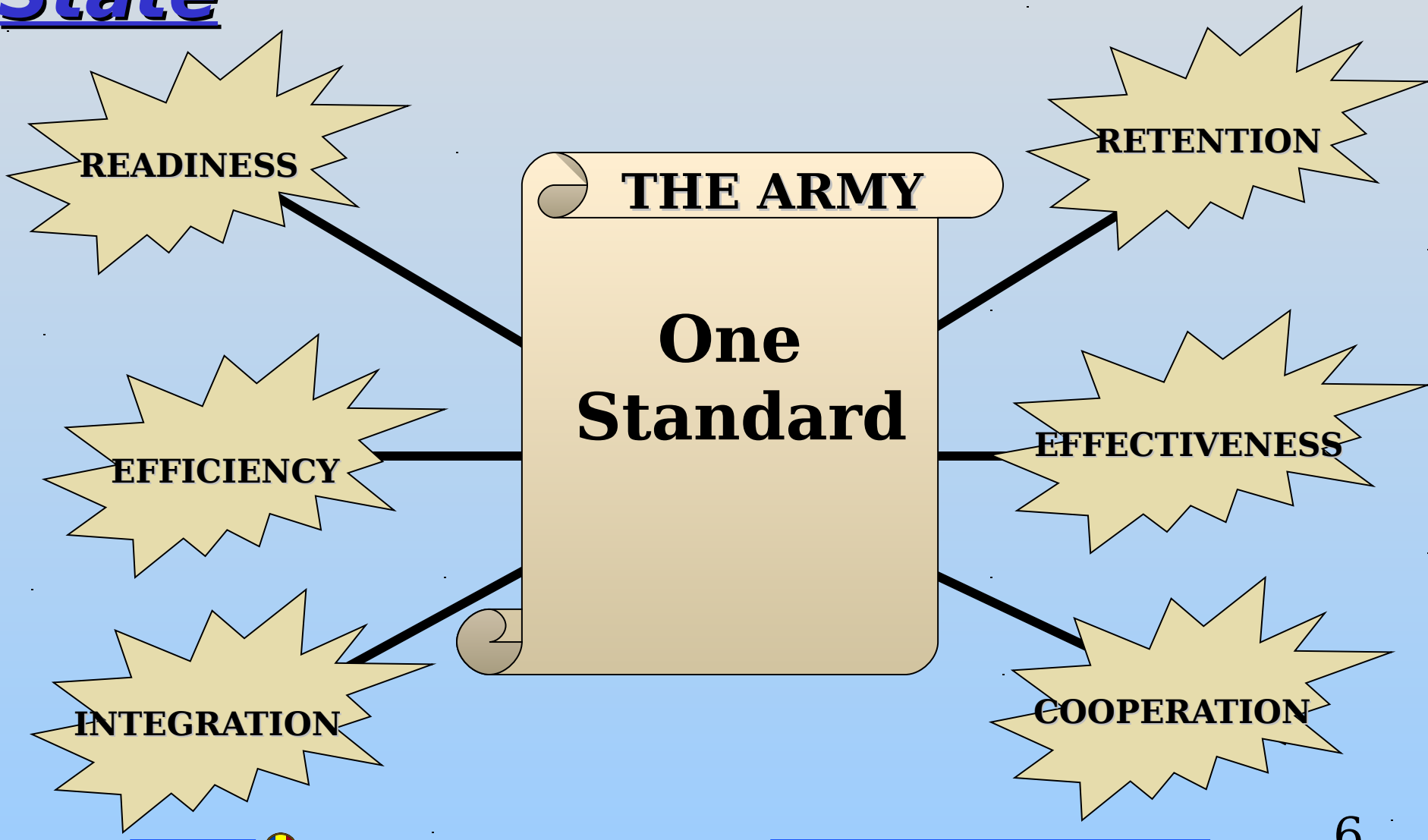
Conversion too slow!!

PLDC

Only Non-TATS Course

? ? ?

TASS End State



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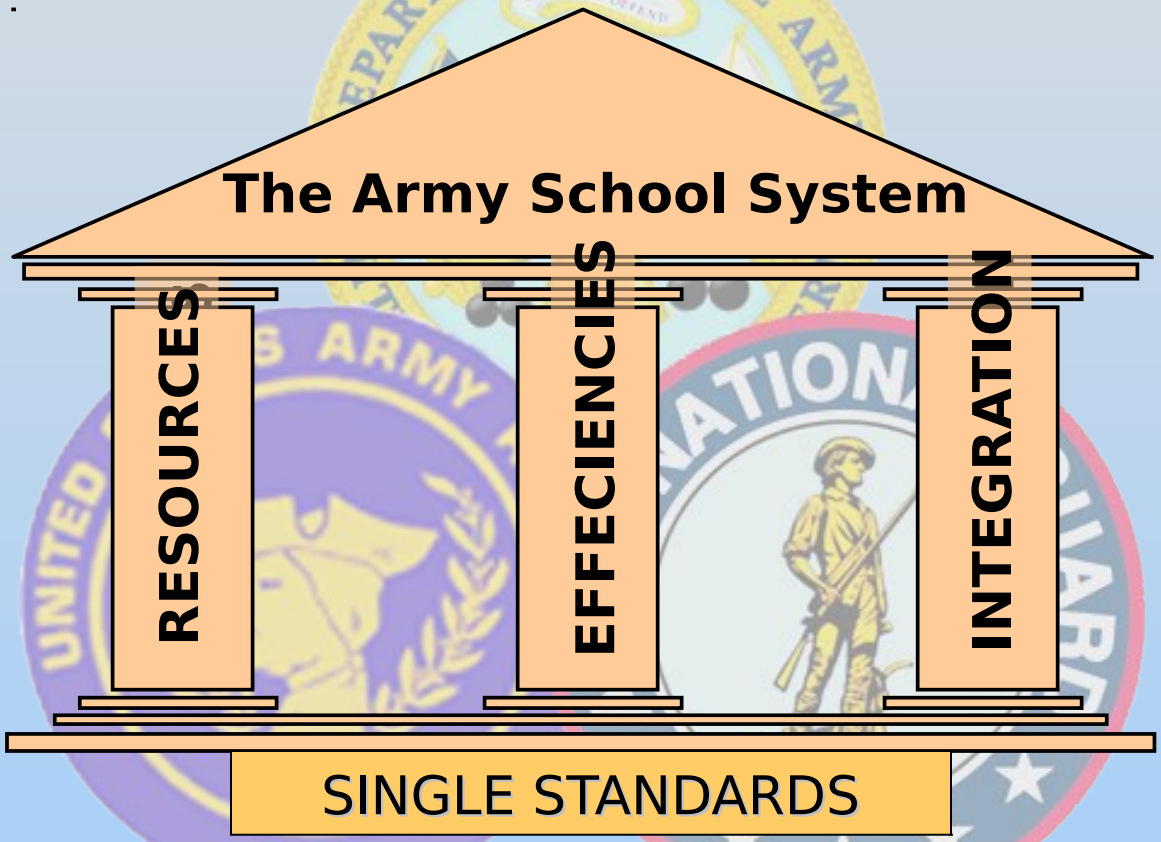

DCSED Homepage: www.tass.monroe.arm

Workgroup Strategic Questions

Strategic Questions

1. Define future roles and missions of TASS battalions in the support of Army/TRADOC Transformation?

2. How can regional TASS battalions better support AC training requirements?

Strategic Questions

3. How do we better synchronize the efforts of proponent schools and TASS battalions?

4. What strategies can help improve RC instructor shortages on selected MOSs?